

## Message Text

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ACTION PER-03

INFO OCT-01 NEA-10 ISO-00 ABF-01 A-01 FSE-00 L-03 OPR-02

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FM AMEMBASSY KABUL  
TO SECSTATE WASHDC 4402

UNCLAS KABUL 6274

E.O. 11652: N/A  
TAGS: AFSP, AF  
SUBJECT: RETIREMENT BENEFITS FOR CERTAIN ORE EMPLOYEES WHO RETIRE  
IN THE FUTURE

REF: STATE 208777

FOR PER/PCE/PPM/LP

FOR NEA/EX

1. INFORMATION REQUESTED IN PARAGRAPH 6.2 OF REFTEL FOLLOWS:

(1) TOTAL NUMBER OF ORE EMPLOYEES: TEN

(2) ALL EMPLOYEES ARE COVERED BY A SEVERANCE PAY PLAN.  
THIS PLAN IS THE SAME AS FOR LOCAL DIRECT HIRE EMPLOYEES.  
BRIEF DESCRIPTION OF PLAN FOLLOWS:

SEVERANCE PAY PLAN

A. ELIGIBILITY: ALL AFGHAN EMPLOYEES (OR BENEFICIARIES  
IN CASE OF DEATH) WITH AT LEAST ONE YEAR OF SERVICE WHO  
ARE INVOLUNTARILY SEPARATED FOR REASONS OTHER THAN FOR  
CAUSE SHALL RECEIVE SEVERANCE PAY. ALL AFGHAN EMPLOYEES  
WHO VOLUNTARILY RESIGN FROM THE U.S. GOVERNMENT (ORE)  
SERVICE MUST HAVE AT LEAST FIVE YEARS OF CREDITABLE  
SERVICE TO BE ELIGIBLE FOR SEVERANCE PAY.

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SEVERANCE PAY WILL NOT BE AUTHORIZED WHEN AN EMPLOYEE

RESIGNS DURING AN INVESTIGATION OF HIS CONDUCT WHICH  
MAY LEAD TO HIS DISMISSAL OR TO AVOID SEPARATION FOR CAUSE.

B. COMPUTATION: EMPLOYEES WILL RECEIVE ONE MONTH'S  
SALARY BASED ON THE RATE OF PAY AT THE TIME OF  
SEPARATION FOR EACH YEAR OF SERVICE UP TO A MAXIMUM  
OF ONE YEAR'S SALARY. SEVERANCE PAYMENT WILL BE MADE  
IN A LUMP SUM PAYMENT AT THE TIME THAT THE FINAL  
SALARY PAYMENT IS MADE. SEVERANCE PAYMENT IS BASED ON  
PERIODS OF CREDITABLE SERVICE. CREDITABLE SERVICE COVERS  
ALL PERIODS OF REGULAR EMPLOYMENT AS AN EMPLOYEE IN THE  
OFFICIAL RESIDENCE AND PRIOR SERVICE IN A USG OFFICE  
FOR WHICH NO RETIREMENT BENEFITS ARE PAYABLE. PERIODS  
OF LEAVE WITHOUT PAY FOR 90 DAYS OR MORE TAKEN CONSECUTIVELY  
AND ANY PERIOD OF TEMPORARY SUSPENSION FROM DUTY SHALL  
BE DEDUCTED FROM THE EMPLOYEE'S CREDITABLE SERVICE FOR  
SEVERANCE PAYMENT.

C. DEATH PAYMENT: THE DEPENDENTS OF AN EMPLOYEE WITH A  
MINIMUM OF THREE YEARS U.S. GOVT SERVICE WILL BE PAID  
A SEVERANCE PAYMENT UPON THE DEATH OF THE EMPLOYEE.  
COMPUTATION WILL BE BASED ON ACTUAL YEARS OF SERVICE  
OR 10 YEARS, WHICHEVER IS GREATER, BUT NOT TO EXCEED  
TWELVE MONTHS SALARY.

(3) NUMBER OF EMPLOYEES TO BE COVERED UNDER PROPOSED PLAN:  
TEN

(4) ESTIMATED NUMBER WHO WILL ACHIEVE ELIGIBILITY AND  
RETIRE UNDER PROPOSED PLAN IN EACH OF FISCAL YEARS  
1976: ONE

TRANSITION PERIOD 7/1/76 THROUGH 9/30/76: NONE

1977: ONE

1978 THROUGH 1981: NONE

(5) AVERAGE RETIREMENT AGE USED TO DEVELOP ESTIMATE: 66 YRS

(6) ESTIMATED AVERAGE LENGTH OF SERVICE AT RETIREMENT  
FOR EMPLOYEES IN ITEM 4: 15 YEARS  
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(7) AVERAGE CURRENT ANNUAL CASH SALARY IN U.S. DOLLARS  
FOR EMPLOYEES IN ITEM (4): \$694.00

(8) NOT APPLICABLE BECAUSE POST NOT PROPOSING MONTHLY PENSION  
PLAN. THE POST PROPOSES INSTEAD OF A MONTHLY PLAN  
THAT A LUMP SUM PAYMENT AT THE TIME OF RETIREMENT  
(TERMINATION) BE GRANTED TO ORE EMPLOYEES. THIS AMOUNT

WILL BE BASED ON 7 PERCENT OR LOWER DEDUCTIONS FROM EMPLOYER/EMPLOYEE WAGES PLUS ANY INTEREST EARNED ON IT. THE PERCENTAGE WILL BE CONFIRMED BY AN OM WHEN THE PROPOSED PLAN IS APPROVED IN FINAL FORM AT POST. PLAN CONSISTENT WITH LOCAL CUSTOM.

(9) WHETHER EMPLOYEE CONTRIBUTIONS IN THE FORM OF DEDUCTIONS FROM SALARY ARE REQUIRED UNDER LOCAL PENSION PROGRAMS WITH WHICH POSTS WILL BE SEEKING COMPARABILITY: YES THE LOCAL RETIREMENT PROGRAM OF THE GOVERNMENT OF AFGHANISTAN REQUIRES 3 PERCENT DEDUCTIONS FROM EMPLOYEES' WAGES. THE AMOUNT IS DEPOSITED INTO AN INTEREST-BEARING ACCOUNT IN A LOCAL BANK. THIS AMOUNT PLUS ANY INTEREST ACCUMULATED IS REFUNDED TO THE EMPLOYEE UPON TERMINATION.

(10) THE PROPOSED PLAN IS NECESSARY SINCE THE GOVERNMENT OF AFGHANISTAN LAW REQUIRES ALL EMPLOYERS TO FOLLOW THE PENSION LAW AS DEFINED IN (9) ABOVE. THERE IS NO HOST GOVERNMENT PENSION OR OTHER CENTRALLY ADMINISTERED PLAN IN WHICH THE OFFICIAL RESIDENCE EMPLOYEES CAN PARTICIPATE.

(11) ESTIMATE OF YEAR THE POST ADMINISTERED PLAN CAN BE DISCONTINUED: NOT APPLICABLE.

2. DETAILED PLAN WILL BE POUCED TO DEPARTMENT.  
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## Message Attributes

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